

Case Study 1: Faith-Based Organisation Renewal

Context:

A large faith-based organisation had experienced decades of financial decline with an ageing membership demographic. They faced unsustainable financial commitments related to property maintenance, personnel costs, and community support programmes. Leadership questioned whether their mission remained relevant to contemporary communities, both spiritually and practically.

Challenge:

Senior leadership needed to develop and implement a turnaround strategy that could serve as a blueprint for the wider organisation, addressing immediate financial challenges while revitalising their connection to communities.

Approach:

We adapted our leadership programme framework for this faith-based context, focusing particularly on Workshop 1: Shaping the Future. The programme was delivered through:

- A tailored Launch session that connected leadership development to organisational renewal
- A modified version of Workshop 1 (Shaping the Future) focusing on vision articulation and strategic priorities
- Action-first implementation between workshops, with leaders immediately applying new approaches
- Sponsor engagement throughout to ensure alignment with governance structures
- Integration of change frameworks in a light-touch manner to guide the transformation journey

Outcome:

The organisation successfully reversed its decline trajectory. The leader who initiated the work was subsequently promoted to the top position in the organisation, and other branches recruited several team members to replicate this successful approach.

